Diversity, Inclusion and Belonging

Build an inclusive workplace where your people feel they belong

The benefits of diversity and inclusion (D&I) are clear: organizations with inclusive cultures are 6x more likely to be innovative and agile. But D&I initiatives today often focus on meeting compliance targets, have limited ownership, and are narrowly focused.

As a result, D&I initiatives end up being infrequent efforts with short-term impact, rather than embedded changes that influence how teams operate day to day.

What if D&I programs could measure more than demographic data and drive greater insight into how belonging impacts the employee journey? With Glint's Diversity, Inclusion, and Belonging (DIBs) program, your organization can measure the sentiments that matter, empower managers to build inclusive practices in their teams, and understand how to build a workplace where your people feel they belong.

Diversity means a culture that values uniqueness.

Inclusion is inviting all groups in and ensuring everyone can take part in company life.

Belonging helps each individual feel they can bring their authentic self to work and be accepted for who they are.

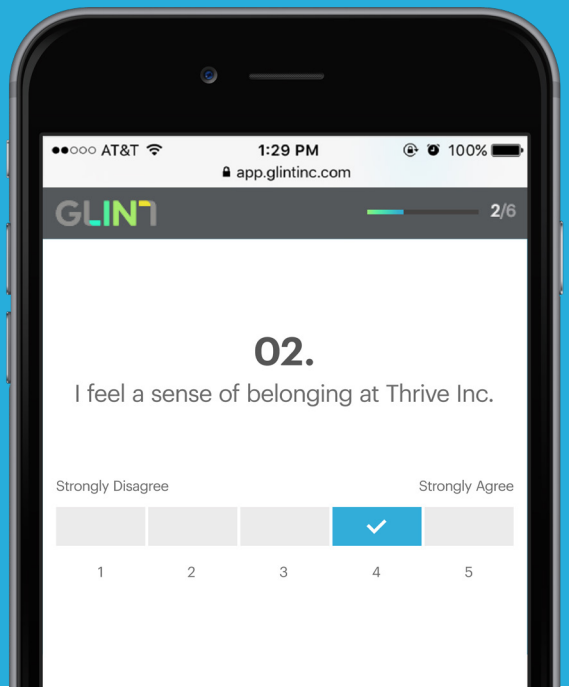
Understand the sentiments that matter
Think beyond "classify and count" diversity metrics and measure whether people feel a sense of inclusion and belonging. Glint's DIBs program allows you to gather real-time feedback to truly understand sentiments of different employee groups.

Empower managers to be DIBs champions
Create bottom up change by empowering action at the local level. By providing frontline managers with insightful data, tailored guidance, and learning resources, you can equip leaders to build inclusive practices in their teams and improve day-to-day employee experiences.

Create organization-wide ongoing practices
All of Glint's survey programs benefit from Glint's AI-for-HR technology. With Cross Program Intelligence, attrition predictions, and Narrative Intelligence™, you can connect DIBs to other programs, pinpoint the issues your employees care about, and identify specific actions to improve belonging across the employee journey.

What You Get With Glint DIBs

- Research-validated survey items to use as a standalone DIBs pulse or integrated into existing survey programs
- Manager access to insightful data
- Actionable resources that guide managers on how to improve their teams' experience
- Key drivers to understand how diversity, inclusion, and belonging impact engagement
- Attrition predictions to identify groups at risk of leaving due to lack of belonging
- AI-powered comment analytics to understand inclusion and exclusion sentiments



Request a demo of Glint. www.glintinc.com

Glint Headquarters | 1000 W. Maude Ave., Sunnyvale, CA 94085 | +1 650.817.7240 | info@glintinc.com